

Who's Hiring People Like Me?

Targeting Missouri's Jobseekers Using LED Data

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The size of an industry or firm is less important to a jobseeker than whether that industry or firm is currently hiring, and the likelihood of remaining with that firm for an extended period of time. Identifying those industries currently hiring stable positions, especially if those industries can be identified by the demographics of the employees being hired, can aid Missouri's One-Stop employment centers and career counselors in assisting their clients to find stable employment. MERIC analyzed the Local Employment Dynamics (LED) data to identify those industries currently hiring; whether that hiring was due to net job creation; and whether there were differences in hiring by age or gender among the state's industries. MERIC found substantial new hiring, an increase in the stability of the Missouri's workforce and differences in hiring by gender and age.

The Local Employment Dynamics data is derived from the unemployment insurance wage records, and is specific in its variable definitions. A job is defined as the linkage of one employee identification number with one employer identification number at some time during a quarter. A position that goes unfilled for an entire quarter is a job destroyed, and it may or may not be recreated in a subsequent quarter. Job stability is defined as one employee linked with the same employer for three consecutive quarters. Hiring is defined as a link between employee and employer that was not present in the previous four quarters. The fourth quarter of 2002 was analyzed as the most recent data available. These data were organized by the net change in the number of employees working for the same firm during three consecutive quarters to explore the relative presence of stable versus unstable or seasonal positions within each industry.

Table 1: The Top Five Hiring Industries Over-All

All Age Categories	Hiring for New Stable Jobs ¹	Net Stable Job Change ²
SIC 82 Educational Services	12,700	12,554
SIC 53 General Merchandise Stores	9,240	5,374
SIC 58 Eating and Drinking Places	28,248	4,626
SIC 80 Health Services	18,962	4,614
SIC 73 Business Services	20,432	4,105

Source: Local Employment Dynamics data [2002Q4]

Table 1 presents the number of stable (3 consecutive quarter) employees hired during the previous quarter that were not employed by those firms during the previous year, and the net change in the number of stable employees from the previous quarter in those industries experiencing the greatest net increase in stable employees in the fourth quarter of 2002. The net change in stable employees for the top five industries was positive and substantial. This indicates that laid-off stable employees were replaced by hiring others who proved to be stable, and unstable employees (those with the same firm for fewer than three consecutive quarters) were replaced by employees who proved stable. Awareness of this hiring activity should help jobseekers target their efforts and state employment counselors to find positions for which their clients will be hired and retained. Similar analysis of age specific and gender specific data should increase the success of this targeting. A partial age detail for Table 1 is provided in Appendix Table 1. The job seeking activity of the age groups younger than 19 and older than 64 are omitted.

¹ Employees employed by a firm in 2002Q3, 2002Q4 and 2003Q1 that were not employed by that firm during 2001Q3, 2001Q4, 2002Q1 or 2002Q2.

² The number of employees employed in an industry during 2002Q3, 2002Q4 and 2003Q1 minus the number of employees employed during 2002Q2, 2002Q3 and 2002Q4.

Table 2: The Top Five Hiring Industries for Men

All Age Categories	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	5,057	4,936
SIC 73 Business Services	11,295	2,543
SIC 58 Eating and Drinking Places	13,131	2,432
SIC 53 General Merchandise Stores	3,541	2,203
SIC 34 Fabricated Metal Products, except Machinery and Transportation Equipment	3,045	1,984

Source: Local Employment Dynamics data [2002Q4]

Table 2 presents the number of men hired in the previous quarter who worked for the same firm for three consecutive quarters, and the net change in the number of male stable employees in industries experiencing the greatest net increase in stable male employees in the fourth quarter of 2002. Positive change in net stable male employment indicates that laid-off stable male employees were replaced by hiring others who proved stable, and unstable male employees (fewer than three consecutive quarters with the same firm) were replaced by men who proved stable. The age detail for Table 2 is provided in Appendix Table 2. A comparison of the 19–24 age group and the 35–44 age group in Appendix Table 2 provides an example of how age specific data can help Missouri’s career counselors find positions for their male clients. The younger age group is being hired by the automotive services and construction industries, while the older age group is having more success in the fabricated metals and motor freight transportation industries.

Table 3: The Top Five Hiring Industries for Women

All Age Categories	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	7,643	7,616
SIC 80 Health Services	15,317	3,510
SIC 53 General Merchandise Stores	5,699	3,166
SIC 58 Eating and Drinking Places	15,117	2,194
SIC 73 Business Services	9,137	1,563

Source: Local Employment Dynamics data [2002Q4]

Table 3 presents the number of women hired in the previous quarter who worked for the same firm for three consecutive quarters, and the net change in the number of female stable employees in industries that experienced the greatest increase in stable female employees in the fourth quarter of 2002. Positive change in net stable female employment indicates that laid off stable women were replaced by hiring other women who also proved stable, and unstable female employees were replaced by women who proved to be stable. The age detail for Table 3 is provided in Appendix Table 3. A comparison of the 19–21 and 45–54 age groups in Appendix Table 3 provides an example of how age specific data can aid female jobseekers. The health services industry was important for younger women (indicating the presence of stable non-college degree positions), and the fabricated metal products industry was important for the older age group. This method can be used to identify hiring industries and their gender and age specifics on a regional or more local level when the LED data becomes available at the industry detail by workforce investment area and county in April of 2004.

Appendix Table 1: The Top Five Hiring Industries Over-All by Age Group

Ages 19 through 21	Hiring for New Stable Jobs³	Net Stable Job Change⁴
SIC 53 General Merchandise Stores	1,870	1,180
SIC 58 Eating and Drinking Places	5,154	1,081
SIC 73 Business Services	2,169	907
SIC 80 Health Services	1,665	763
SIC 59 Miscellaneous Retail	1,213	529
Ages 22 through 24	Hiring for New Stable Jobs	Net Stable Job Change
SIC 73 Business Services	2,413	852
SIC 82 Educational Services	883	841
SIC 80 Health Services	2,038	829
SIC 53 General Merchandise Stores	1,133	668
SIC 58 Eating and Drinking Places	3,545	562
Ages 25 through 34	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	2,992	2,886
SIC 80 Health Services	5,503	1,763
SIC 73 Business Services	5,877	1,275
SIC 53 General Merchandise Stores	1,844	1,025
SIC 61 Non-depository Credit Institutions	1,191	714
Ages 35 through 44	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	3,504	3,587
SIC 80 Health Services	4,506	977
SIC 49 Electric, Gas, and Sanitary Services	165	784
SIC 53 General Merchandise Stores	1,333	734
SIC 61 Non-depository Credit Institutions	1,007	621
Ages 45 through 54	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	3,148	3,185
SIC 34 Fabricated Metal Products, except Machinery and Transportation Equipment	1,326	1,066
SIC 49 Electric, Gas, and Sanitary Services	101	524
SIC 53 General Merchandise Stores	913	458
SIC 61 Non-depository Credit Institutions	544	354
Ages 55 through 64	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	1,397	1,381
SIC 34 Fabricated Metal Products, except Machinery and Transportation Equipment	674	535
SIC 53 General Merchandise Stores	415	139
SIC 49 Electric, Gas, and Sanitary Services	20	76
SIC 61 Non-depository Credit Institutions	156	74

Source: Local Employment Dynamics data [2002Q4]

³ Employees employed by a firm in 2002Q3, 2002Q4 and 2003Q1 that were not employed by that firm during 2001Q3, 2001Q4, 2002Q1 or 2002Q2.

⁴ The number of employees employed in an industry during 2002Q3, 2002Q4 and 2003Q1 minus the number of employees employed during 2002Q2, 2002Q3 and 2002Q4.

Appendix Table 2: The Top Five Hiring Industries for Men by Age Group

Ages 19 through 21	Hiring for New Stable Jobs⁵	Net Stable Job Change⁶
SIC 53 General Merchandise Stores	808	567
SIC 58 Eating and Drinking Places	2,369	534
SIC 73 Business Services	1,182	479
SIC 55 Automotive Dealers and Gasoline Services Stations	720	323
SIC 17 Construction-Special Trade Contractors	780	209
Ages 22 through 24	Hiring for New Stable Jobs	Net Stable Job Change
SIC 73 Business Services	1,304	497
SIC 58 Eating and Drinking Places	1,803	369
SIC 53 General Merchandise Stores	467	304
SIC 82 Educational Services	287	279
SIC 55 Automotive Dealers and Gasoline Services Stations	545	177
Ages 25 through 34	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	1,140	1,098
SIC 73 Business Services	3,322	843
SIC 80 Health Services	1,134	495
SIC 53 General Merchandise Stores	742	444
SIC 42 Motor Freight Transportation and Warehousing	1,166	379
Ages 35 through 44	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	1,379	1,381
SIC 49 Electric, Gas, and Sanitary Services	121	649
SIC 73 Business Services	2,650	485
SIC 34 Fabricated Metal Products, except Machinery and Transportation Equipment	733	407
SIC 42 Motor Freight Transportation and Warehousing	1,375	375
Ages 45 through 54	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	1,206	1,192
SIC 34 Fabricated Metal Products, except Machinery and Transportation Equipment	969	828
SIC 49 Electric, Gas, and Sanitary Services	77	437
SIC 61 Non-depository Credit Institutions	278	180
SIC 73 Business Services	1,598	133
Ages 55 through 64	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	666	644
SIC 34 Fabricated Metal Products, except Machinery and Transportation Equipment	515	466
SIC 53 General Merchandise Stores	135	65
SIC 49 Electric, Gas, and Sanitary Services	15	59
SIC 61 Non-depository Credit Institutions	83	39

Source: Local Employment Dynamics data [2002Q4]

⁵ Employees employed by a firm in 2002Q3, 2002Q4 and 2003Q1 that were not employed by that firm during 2001Q3, 2001Q4, 2002Q1 or 2002Q2.

⁶ The number of employees employed in an industry during 2002Q3, 2002Q4 and 2003Q1 minus the number of employees employed during 2002Q2, 2002Q3 and 2002Q4.

Appendix Table 3: The Top Five Hiring Industries for Women by Age Group

Ages 19 through 21	Hiring for New Stable Jobs⁷	Net Stable Job Change⁸
SIC 80 Health Services	1,396	650
SIC 53 General Merchandise Stores	1,062	611
SIC 58 Eating and Drinking Places	2,785	547
SIC 73 Business Services	987	428
SIC 59 Miscellaneous Retail	768	324
Ages 22 through 24	Hiring for New Stable Jobs	Net Stable Job Change
SIC 80 Health Services	1,696	676
SIC 82 Educational Services	595	561
SIC 53 General Merchandise Stores	666	363
SIC 73 Business Services	1,109	355
SIC 83 Social Services	682	210
Ages 25 through 34	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	1,851	1,787
SIC 80 Health Services	4,369	1,268
SIC 53 General Merchandise Stores	1,102	581
SIC 73 Business Services	2,554	432
SIC 61 Non-depository Credit Institutions	601	363
Ages 35 through 44	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	2,125	2,205
SIC 80 Health Services	3,636	754
SIC 53 General Merchandise Stores	913	501
SIC 61 Non-depository Credit Institutions	498	284
SIC 83 Social Services	1,111	152
Ages 45 through 54	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	1,942	1,993
SIC 53 General Merchandise Stores	672	359
SIC 34 Fabricated Metal Products, except Machinery and Transportation Equipment	358	238
SIC 80 Health Services	2,589	231
SIC 61 Non-depository Credit Institutions	266	173
Ages 55 through 64	Hiring for New Stable Jobs	Net Stable Job Change
SIC 82 Educational Services	731	737
SIC 53 General Merchandise Stores	280	74
SIC 34 Fabricated Metal Products, except Machinery and Transportation Equipment	159	71
SIC 61 Non-depository Credit Institutions	73	36
SIC 88 Private Households	106	20

Source: Local Employment Dynamics data [2002Q4]

⁷ Employees employed by a firm in 2002Q3, 2002Q4 and 2003Q1 that were not employed by that firm during 2001Q3, 2001Q4, 2002Q1 or 2002Q2.

⁸ The number of employees employed in an industry during 2002Q3, 2002Q4 and 2003Q1 minus the number of employees employed during 2002Q2, 2002Q3 and 2002Q4.